

Message Text

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42

ACTION EUR-12

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-07 INR-07 LAB-04

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POUCHED INFO TO ALL CONSULATES GENERAL IN CANADA

E.O. 11652: N/A

TAGS: ELAB, ETEL, CA

SUBJ: CONCILIATION REPORT UNACCEPTABLE TO POSTAL UNION

REF: OTTAWA 3737

1. CONCILIATION REPORT RECEIVED BY CANADIAN UNION OF POSTAL WORKERS (CUPW) ON OCT. 6 (AFTER THREE-DAY DELAY DUE TO TRANSLATION AND REPRODUCTION) NOT REPEAT NOT ACCEPTABLE TO CUPW ON WAGES, STATUS OF PART-TIME WORKERS AND CASUAL EMPLOYEES. NEGATIVE ASSESSMENT OF CONCILIATION RECOMMENDATIONS BEING CIRCULATED TO ALL LOCAL UNIONS TODAY WITH REQUEST FOR AUTHORITY TO CALL STRIKE ANY TIME AFTER OCT. 15 IF RENEWED NEGOTIATIONS SOUGHT BY CUPW DO NOT LEAD TO SETTLEMENT.

2. CUPW PRESIDENT DAVIDSON TOLD LABATT THAT RECOMMENDED WAGE OFFER IDENTICAL TO THAT ACCEPTED BY LETTER CARRIERS LAST SPRING, NAMELY C\$1.70 PER HOUR (OR 38 PERCENT) OVER 30 MONTHS PLUS CAPPED COLA (ESTIMATED MAXIMUM 8 PERCENT PER YEAR) IS TOTALLY INADEQUATE CONSIDERING POSTAL CLERKS CURRENTLY AVERAGING ABOUT C\$9,300 WITH ONLY A 3 PERCENT COST OF LIVING INCREASE SINCE JANUARY 1974. DAVIDSON NOTED THAT U.S. POST OFFICE EMPLOYEES AVERAGED ABOUT \$4,000 PER ANNUM MORE

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PRIOR TO LATEST NEGOTIATED INCREASE IN U.S. CUPW ALSO DIS-

SATISFIED WITH ABSENCE IN CONCILIATION REPORT OF SATIS-
FACTORY PROPOSALS DEALING WITH CASUAL WORKERS WHOM UNION WANTS
TO HAVE GRADUALLY ELIMINATED AND ON THE 6,000 PART-TIME EMPLOYEES
FOR WHOM CUPW WANTS SAME CONTRACTUAL BENEFITS AS FULL-TIME
EMPLOYEES. INTERESTINGLY ON MAJOR POINT OF CONTENTION DEAL-
ING WITH IMPACT OF TECHNOLOGICAL CHANGES FLOWING FROM AUTO-
MATION, CONCILIATORS PROPOSED EMPLOYMENT AND CLASSIFICATION
SECURITY THAT UNION FOUND ACCEPTABLE PENDING EVENTUAL LEGIS-
LATIVE CHANGES THAT WOULD MAKE THESE ISSUES NEGOTIABLE FOR
PUBLIC SECTOR ENTERPRISES.

3. COMMENT: IT APPEARS THAT CUPW LEADERSHIP WILL OBTAIN RANK
AND FILE APPROVAL TO CALL STRIKE. WHETHER WORK STOPPAGE WILL
OCCUR SOMETIME AFTER OCT. 15 WILL HINGE ON DECISION OF POST
OFFICE AND TREASURY BOARD TO AGREE TO UNION REQUEST TO RE-
OPEN NEGOTIATIONS (WHICH IS VERY LIKELY) AND IF SO WHETHER
SETTLEMENT CAN BE ACHIEVED, GIVEN CUPW'S EXCESSIVE DEMAND FOR
70 PERCENT WAGE INCREASE AND GOVERNMENT'S DETERMINATION TO SHOW
GREATER RESTRAINT THAN IT HAS IN RECENT PAST.

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